

INDEPENDENT CONTRACTOR AGREEMENT

Effective Date: August 15, 2026

This Independent Contractor Agreement ("Agreement") is entered into by and between:
HOD LLC, a Florida limited liability company and operator of the Husband On Demand platform ("Company"),
and

Contractor Name: _____

("Independent Contractor" or "Contractor").

Together referred to as the "Parties."

ARTICLE 1

APPOINTMENT

The Company grants Contractor access to the Husband On Demand marketplace to offer services to customers.
Nothing in this Agreement guarantees any minimum number of jobs, minimum earnings, or future work.
Contractor is free to accept or decline any service request unless otherwise agreed.

ARTICLE 2

INDEPENDENT CONTRACTOR STATUS

Contractor acknowledges and agrees that:
Contractor is an independent contractor.
Contractor is NOT an employee.
Contractor is NOT entitled to employee benefits.
Contractor controls how the work is performed.
Contractor supplies their own tools and equipment.
Contractor determines their own schedule.
Contractor may perform work for other companies.

Nothing in this Agreement creates:

- Employment
- Partnership
- Agency
- Joint Venture
- Franchise

ARTICLE 3

SERVICES

Contractor may perform services including but not limited to:

Furniture Assembly

TV Mounting

Drywall Repair

Painting

Pressure Washing

Landscaping

Moving Assistance

Handyman Services

Minor Plumbing*

Minor Electrical*

*Only where legally permitted and properly licensed.

ARTICLE 4

LICENSING

Contractor represents that they possess all licenses, permits and certifications required by:

Federal law

Florida law

County regulations

Municipal regulations

Contractor shall immediately notify Company of any suspension or expiration.

ARTICLE 5

INSURANCE

Contractor is solely responsible for maintaining insurance required by law.

Recommended coverage includes:

General Liability

Commercial Auto

Professional Liability (where applicable)

The Company may require proof of insurance at any time.

ARTICLE 6

TAXES

Contractor understands that:

No taxes will be withheld.

Contractor is responsible for all federal taxes.

Contractor is responsible for state taxes (where applicable).

Contractor is responsible for self-employment taxes.

The Company may issue IRS Form 1099 when required by law.

ARTICLE 7

BACKGROUND CHECK

Contractor authorizes the Company to conduct background screening through Checkr or another approved provider.

Screening may include:

Identity Verification

Criminal History

Sex Offender Registry

Driving Record (where applicable)

The Contractor will receive all notices required under the Fair Credit Reporting Act (FCRA).

ARTICLE 8

EQUIPMENT

Contractor supplies all:

Vehicles

Ladders

Hand Tools

Power Tools

Safety Equipment

Mobile Phone

Internet Access

The Company provides no equipment unless separately agreed.

ARTICLE 9

SAFETY

Contractor agrees to:

Follow OSHA guidelines where applicable.

Wear appropriate PPE.

Maintain a safe workplace.

Stop work if conditions become unsafe.

Immediately report injuries or accidents.

ARTICLE 10

CUSTOMER RELATIONSHIP

Contractor agrees to:

Arrive on time.

Dress professionally.

Communicate respectfully.

Maintain a clean work area.

Protect customer property.

Follow customer instructions when reasonable.

Complete services professionally.

ARTICLE 11

PROFESSIONAL CONDUCT

Contractor shall not:

Harass customers.

Discriminate.

Use illegal drugs while working.

Consume alcohol before or during work.

Carry firearms where prohibited by law or customer policy.

Use offensive language.

Request cash payments outside the Platform.

ARTICLE 12

PAYMENT

Payments are processed through Stripe Connect.

Company may apply only fees, taxes, and processor charges disclosed to the Contractor before a transaction is accepted, subject to the displayed fee schedule, payment processor rules, and applicable law:

Platform fees disclosed before acceptance

Payment processing charges disclosed before acceptance

Applicable Taxes

Payments are typically released after successful completion of the service, subject to Company policies.

ARTICLE 13

CUSTOMER RATINGS

Customers may rate Contractor.

Repeated poor ratings may result in:

Training requirements

Temporary suspension

Permanent removal

The Company's decisions regarding platform access are final unless otherwise required by law.

ARTICLE 14

CONFIDENTIALITY

Contractor shall keep confidential:

Customer information.

Addresses.

Telephone numbers.

Security codes.

Payment information.

Business information.

This obligation survives termination.

ARTICLE 15

NON-SOLICITATION

During use of the Platform and for twelve (12) months following termination, Contractor agrees not to intentionally solicit customers first introduced through the Platform for the purpose of avoiding Platform fees.

This provision does not restrict lawful competition or relationships established independently of the Platform.

ARTICLE 16

INTELLECTUAL PROPERTY

All Company trademarks, logos, software, designs, photographs, videos, text, and documentation remain the exclusive property of HOD LLC.

No license is granted except as necessary to use the Platform.

ARTICLE 17

PHOTOS

Contractor may upload photographs.

Contractor grants Company a non-exclusive, worldwide, royalty-free license to use uploaded photographs for:

Quality Assurance

Marketing

Customer Support

Training

Contractor warrants that uploaded images do not infringe third-party rights.

ARTICLE 18

INDEMNIFICATION

Contractor agrees to indemnify, defend and hold harmless HOD LLC from claims arising from:

Contractor's negligence.

Property damage.

Personal injury.

Licensing violations.

Tax obligations.

Violation of law.

Violation of customer rights.

ARTICLE 19

LIMITATION OF LIABILITY

To the fullest extent permitted by law, HOD LLC shall not be liable for:

Lost income.

Lost business opportunities.

Indirect damages.

Consequential damages.

Punitive damages.

Total Company liability shall not exceed the total Platform fees paid to the Company by Contractor during the preceding twelve (12) months or USD \$500, whichever is greater, except where prohibited by law.

ARTICLE 20

TERMINATION

Either Party may terminate this Agreement at any time.

The Company may immediately suspend or terminate access for:

Fraud.

Unsafe behavior.

Harassment.

Repeated customer complaints.

Criminal conduct affecting Platform safety.

Violation of this Agreement.

Termination does not affect accrued rights or obligations.

ARTICLE 21

DISPUTE RESOLUTION

Any dispute arising from this Agreement shall first be submitted to good-faith negotiation.

If unresolved, the dispute shall be resolved by binding arbitration administered by the American Arbitration Association (AAA), unless prohibited by applicable law.

Venue shall be Sarasota County, Florida.

ARTICLE 22

GOVERNING LAW

This Agreement shall be governed by the laws of the State of Florida without regard to conflict-of-law principles.

ARTICLE 23

ELECTRONIC SIGNATURES

The Parties agree that electronic signatures and electronic records are legally binding under the U.S. E-SIGN Act and applicable Florida law.

ARTICLE 24

ENTIRE AGREEMENT

This Agreement constitutes the entire understanding between the Parties regarding the Contractor's use of the Platform and supersedes all prior discussions and agreements on the same subject.

If any provision is held invalid or unenforceable, the remaining provisions shall remain in full force and effect.

SIGNATURES

HOD LLC

By: _____

Name: _____

Title: _____

Date: _____

INDEPENDENT CONTRACTOR

Name: _____

Signature: _____

Date: _____